



## IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/922,197

Filed: August 2, 2001

Confirmation No. 7893

For: ELECTRONIC EMPLOYEE SELECTION  
SYSTEMS AND METHODS

Examiner: Joseph P. Hirl

Art Unit: 2121

Attorney Reference No. 5437-58514-01

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Attorney or Agent  
for Applicant(s)Date Mailed October 14, 2005

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TRANSMITTAL LETTER

Enclosed for filing in the application referenced above are the following:

- ☒ Information Disclosure Statement
- ☒ Form 1449 and references cited thereon
- ☒ The Director is hereby authorized to charge any additional fees that may be required, or credit over-payment, to Deposit Account No. 02-4550. A copy of this sheet is enclosed.
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Respectfully submitted,

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By

  
Gregory L. Maurer  
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cc: Docketing



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**INFORMATION DISCLOSURE STATEMENT**  
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Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

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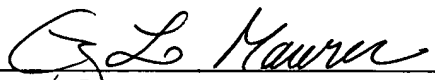
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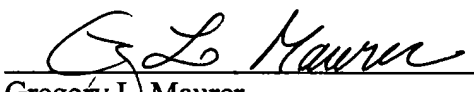
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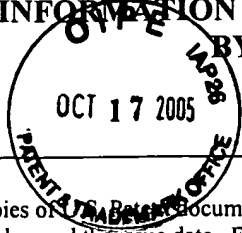
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# INFORMATION DISCLOSURE STATEMENT BY APPLICANT



Attorney Docket Number	5437-58514-01
Application Number	09/922,197
Filing Date	August 2, 2001
First Named Inventor	Scarborough
Art Unit	2121
Examiner Name	Joseph P. Hirl

## U.S. PATENT DOCUMENTS

Copies of U.S. Patent Documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the patent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		5,326,270	7/5/1994	Ostby et al.
		5,461,699	10/24/1995	Arbabi et al.
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## OTHER DOCUMENTS

Examiner's Initials*	Cite No. (optional)	
		Chang et al., "The Development of a Computer-Based Decision Support System for Use in Evaluating Candidates for the Position of Programmer-Analyst," ACM SIGCPR Computer Personnel, Vol. 13, Issue 1, pages 9-19, April 1991.
		Doung et al., "A System of IAC Neural Networks as the Basis for Self-Organization in a Sociological Dynamical System Simulation," Behavioral Science, Vol. 40, pages 275-303, 1995.
		Franklin, Dianna, "An Effective Way to Hire Technical Staff," User Services Conference: Proceedings of the 14 <sup>th</sup> Annual ACM SIGUCCS Conference on User Services: Setting the Direction, pages 137-142, 1986.
		Labate et al., "Employee Skills Analysis Using a Hybrid Neural Network and Expert System," IEEE International Conference on Developing and Managing Intelligent System Projects, pages 205-211, March 1993.
		Lim et al., "A Method for (Recruiting) Methods: Facilitating Human Factors Input to System Design," Conference on Human Factors in Computing Systems, Proceedings of the SIGCHI Conference on Human Factors in Computing Systems, pages 549-556, 1992.
		Walczak, "Categorizing University Student Applicants with Neural Networks," IEEE International Conference on Neural Networks, IEEE World Congress on Computational Intelligence, Vol. 6, pages, 3680-3685, 1994.

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\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.